



Mimi – mind changer

Prejudice?

This mind changer activity shall help interest in and reflect upon the different aspects of diversity and see also how HR managers / company owners may understand the situation in their life and work. It shall be an initiator to rethink any discrimination.

Mind changer implementation and follow-up – For VET providers

Step 01

Prepare

Introduction: You live in a house where there is also a ground floor flat that you want to rent out. You put an ad in the local newspaper. You get 7 answers and now you will decide who will get the flat.

Step 02

Implement

The trainer gives each participant a 1. worksheet. It takes about 10 minutes for everybody to fill out their preferences. The participants then get together in groups. They receive a “new” /blank copy of worksheet no 1.

Step 03

Develop

You decide to interview the people who have responded to the ad. Then you get some more background information. Decide what changes you want to make to the list now that you have more information.

Step 04

Follow-up

Everyone should get an opportunity to explain and justify their answers. It will soon be clear that we have predetermined perceptions of others and that these beliefs affect the choices we make.

Recommendations, Tips & Hints

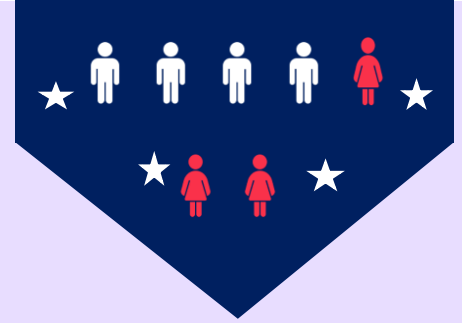
Activity materials: see below

Classroom resources

This activity is not bound to a specific room facility.

Duration

30 minutes – it`s a good event kick-off



Prejudice?

Picture this: **At a first glance** these are the candidates who want to rent your flat: 1) Ling, single, 24 years old, medicine student; 2. A family with kids who have just moved to town; 3. Chris, 26 years old and John, 23 years old; 4. A pilot of a famous airline; 5. Victor, 25 years old, working as a DJ; 6. A woman, 55 years old, with a dog; 7. An engaged couple from Kenia.



Create your own at Storyboard That

The closer look: 1. Ling has Vietnamese background but is raised in this country. She wants to live closer to her friends, that is why she is moving. 2. The man in the family has just completed rehab. He says he's rid of all substance abuse problems and has been sober for six months. 3. John has a permanent job with the municipality. Chris works as a plumber. They have lived together for 2 years and are planning to get married.

4. The pilot is named Ali and is looking forward to move. 5. Victor is big built, has tattoos and he is obviously strong. Before he leaves the interview he wants to know if there are many black people living in the area. He says he prefers a white neighborhood. 6. The woman is called Judy and has a small and calm dog. She says she neither smokes nor drinks and that she can help with gardening. 7. The couple from Kenia are looking for work. They now receive social security benefits, but they are absolutely sure that they will soon be working.

About the tool

This exercise serves as a metaphor for the actual situation on the job market. We are often guided by stereotypes, but if we take a closer look and challenge ourselves, then those stereotypes can be overcome.

Key words

Stereotypes, self-reflection, prejudice

Food for thought:

To what extent do prejudices colour our decisions? And do we have the courage to defy our preconceptions of others and give them the benefit of the doubt?